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Flying Operations

AIRCREW MANAGEMENT

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This instruction implements AFD 11-4, *Aviation Service*. It provides guidance and procedures for the management of all aircrew members. It applies to all US Air Force aircrew managers, commanders of flying units, and aircrew personnel. This instruction is exempt from Reports Control Symbol licensing procedures in accordance with AFI 37-124, *The Information Collections and Reports Management Program*. Send comments and suggested improvements to this instruction on AF Form 847, Recommendation for Change of Publication, through channels to HQ USAF/XOOT, 1480 Air Force Pentagon, Washington DC 20330-1480. AFI 11-401, *Flight Management*, complements this instruction by setting procedures for managing Air Force flying resources and providing guidance to managing flight records, aircrew training, and aircrew evaluation programs. AFI 11-202, Volume 1, *Aircrew Training*, and AFI 11-202, Volume 2, *Aircrew Standardization/Evaluation Program Organization and Administration*, support this instruction. AFI 11-402, *Aviation and Parachutist Service, Aeronautical Ratings and Badges*, also supports this instruction by providing details on aviation service and ratings.

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Chapter 1

AIRCREW MANAGEMENT RESPONSIBILITIES AND OBLIGATIONS

1.1. Purpose. The purpose of this instruction is to establish aircrew management policy to optimize the effective use of aircrew members and ensure equity throughout the Air Force. This instruction creates a formal aircrew management structure, clarifies responsibilities, and documents corporate decisions.

1.2. The Chief of Staff of the Air Force (CSAF). Aircrew management is directed by the CSAF in order to accomplish the Air Force mission effectively and efficiently. The Deputy Chief of Staff for Air and Space Operations and the Deputy Chief of Staff for Personnel are key deputates with responsibilities outlined below.

1.3. Who Must Comply. Policies and requirements of this instruction apply to all Air Force personnel involved with the management of the aircrew force, both officer and enlisted.

1.4. Responsibilities of the Deputy Chief of Staff for Air and Space Operations (HQ USAF/XO). HQ USAF/XO, 1630 Air Force Pentagon, Washington DC, 20330-1630, is the office of primary responsibility (OPR) for aircrew management. HQ USAF/XO develops strategy, policy, and force structure requirements.

1.4.1. Responsibilities of the Directorate of Operations and Training (HQ USAF/XOO). HQ USAF/XOO, 1480 Air Force, Pentagon, Washington DC, 20330-1480, develops and oversees implementation of Air Force policy governing training and readiness. HQ USAF/XOO manages the aircrew distribution and training management process.

1.4.1.1. Operational Training Division (HQ USAF/XOOT). HQ USAF/XOOT, 1480 Air Force Pentagon, Washington DC, 20330-1480, is the Air Staff focal point for aircrew management issues to include aircrew requirements, undergraduate flying training (UFT) production guidance, and distribution plans. UFT program element monitors (PEMs) reside in HQ USAF/XOOT.

1.4.1.1.1. Career Field Management. HQ USAF/XOOT is designated as the Air Force Career Field Manager (AFCFM) for Air Force Specialty Codes (AFSCs) 11XX (Pilot), 12XX (Navigator), 1AXXX (Air Operations Career Fields), 8A000 (Inflight Passenger Services Specialist), and 8S100 (Sensor Operator). For non-career aviators, HQ USAF/XOOT provides aircrew management guidance in consultation with the appropriate career field managers.

1.4.1.1.2. Aircrew Management Executive Council (AMEC). HQ USAF/XOOT will organize and chair the AMEC annually. It will be held during the first month of the third fiscal quarter to facilitate the aircrew planning and programming cycle. Council members are aircrew managers from across the Air Force. A list of members is at attachment 4. AMEC replaces the Rated Management Executive Council (RMEC) and Enlisted Aircrew Management Council (EAMC). AMEC provides the forum for discussing current aircrew issues and periodic review of this instruction. The AMEC makes recommendations to HQ USAF/XO regarding rated and non-rated aircrew issues for further staffing.

1.4.1.1.3. Aircrew Management Document (AMD). HQ USAF/XOOT will publish the AMD each year following the AMEC. The document will include, as a minimum, current MAJ-

COM experience criteria and objectives, red-line/blueline charts, requirements data, and the current pilot and navigator production distribution.

1.4.2. Responsibilities of the Directorate of Operational Requirements (HQ USAF/XOR). HQ USAF/XOR, 1480 Air Force Pentagon, Washington DC, 20330-1480, establishes policy for requirements development. The directorate is the focal point for review and approval of validated MAJCOM needs and requirements statements.

1.5. Responsibilities of the Deputy Chief of Staff for Personnel (HQ USAF/DP). HQ USAF/DP, 1040 Air Force Pentagon, Washington DC, 20330-1040, is responsible for planning, directing, and coordinating policies and procedures for USAF military and civilian personnel programs. HQ USAF/DP approves all personnel policies which implement HQ USAF/XO aircrew management requirements.

1.5.1. Responsibilities of the Directorate of Military Personnel Policy (HQ USAF/DPX). HQ USAF/DPX, 1040 Air Force Pentagon, Washington DC, 20330-1040, is responsible for force plans and life cycle issues (accessions, promotions, retention, separations, retirements, etc.).

1.5.1.1. The Rated Force Policy Team (HQ USAF/DPXPR), 1040 Air Force Pentagon, Washington DC, 20330-1040, serves as the focal point for rated management personnel issues, to include accession planning and inventory management.

1.5.1.2. The Enlisted Force Skills Management Division (HQ USAF/DPXPS), 1040 Air Force Pentagon, Washington DC, 20330-1040, serves as the focal point for enlisted skills accession planning and training management.

1.5.2. Responsibilities of the Directorate of Personnel Programs, Education, and Training (HQ USAF/DPP). HQ USAF/DPP, 1040 Air Force Pentagon, Washington DC, 20330-1040, is responsible for personnel programming and resources.

1.5.2.1. The Military Compensations and Legislation Division (HQ USAF/DPPC), 1040 Air Force Pentagon, Washington DC, 20330-1040, is the focal point for compensation and entitlements issues which affect the aircrew force.

1.5.2.2. The Personnel and Training Panel in the Resources Division (HQ USAF/DPPR), 1040 Air Force Pentagon, Washington DC, 20330-1040, is responsible for personnel and training resource allocation issues, to include funding for Undergraduate Flying Training (UFT).

1.5.2.3. The Education and Training Division (HQ USAF/DPPE), 1040 Air Force Pentagon, Washington DC, 20330-1040, is the focal point for overall policy on Career Field Education and Training Plans (CFETP) and AFI 36-2201, *Developing, Managing, and Conducting Training*.

1.6. Responsibilities of the Deputy Chief of Staff, Plans and Programs (HQ USAF/XP). HQ USAF/XP, 1070 Air Force Pentagon, Washington DC, 20330-1070, is responsible for manpower policy, organization designation, and objective organization studies. The deputate develops and evaluates options relating to manpower requirements, end strength, force structure, sustainability, and modernization. The deputate is also responsible for all Program Change Requests (PCR), IAW AFI 16-501, *Control and Documentation of Air Force Programs*. Additionally the deputate facilitates the Air Force Corporate Structure (Integrated Process Teams, Mission and Mission Support Panels, Air Force Group, Air Force Board, and Air Force Council), provides the chair of the Air Force Group, and provides the chair of the Air Force Board (AF/XP).

1.7. Responsibilities of the Air Force Personnel Center (AFPC). AFPC is responsible for execution of personnel policy, focusing on the assignment process.

1.7.1. The Directorate of Assignments (HQ AFPC/DPA). HQ AFPC/DPA, 550 C Street West, Suite 4, Randolph AFB, TX, 78150-4706, is responsible for filling Air Force requirements with qualified officer and enlisted personnel.

1.7.1.1. The Operations Assignment Division (HQ AFPC/DPAO), 550 C Street West, Suite 4, Randolph AFB, TX, 78150-4706, is responsible for assignments of Lt Colonels and below in rated and non-rated operational AFSCs, and shares responsibility with members and commanders for the professional development of these officers. HQ AFPC/DPAO is responsible for implementing the approved distribution plan as provided by HQ USAF/XOOT.

1.7.1.1.1. The Assignments Support Branch (HQ AFPC/DPAOY), 550 C Street West, Suite 31, Randolph AFB, TX, 78150-4733, provides rated management analysis directly supporting assignment issues and programs which implement Air Staff policy decisions. They monitor wing-level major weapon system (MWS) experience and provide this data to HQ AFPC/DPAO, MAJCOMs, wing commanders, and HQ USAF/XOOT, as needed. Additionally, they support special boards and manage pipeline student assignments. They provide current and historical statistics for rated issues.

1.7.1.2. The Airman Assignment Division, (HQ AFPC/DPAA), 550 C Street West, Suite 29, Randolph AFB, TX, 78150-4731, is responsible for AF-wide assignments for enlisted aircrew in grade of SMSgt and below. Additionally, the Enlisted Aircrew Assignments Team provides functional recommendations to HQ AFPC/DPAC (Chief's Group) on CMSgt assignments.

1.7.1.3. The Retention Division, (HQ AFPC/DPAR), 550 C Street West, Suite 36, Randolph AFB, TX, 78150-4733, collects and analyzes retention data, produces retention reports, and support the Air Force wide retention effort through HQ AFPC/DPA.

1.8. Responsibilities of the Air Force Personnel Operations Agency Analysis Division (AFPOA/DPY). AFPOA/DPY, 1040 Air Force Pentagon, Washington DC, 20330-1040, supports policy development with detailed analysis, inventory projections, and insight behind both rated and enlisted aircrew trends. AFPOA/DPY manages the Rated Management Decision Support System (RMDSS), enlisted inventory models (in conjunction with AFPOA/DPD), and Air Force approved absorption models (in conjunction with AFPC/DPAOY).

1.9. Responsibilities of the Air National Guard (ANG). ANG/XOO, 2500 Army Pentagon, Washington DC 20310-2500, is responsible for the Air National Guard aircrew Management Program to include rated and non-rated issues.

1.9.1. Responsibilities of the Division Chief of Operations and Training Division (ANG/XOO). ANG/XOO is the designated OPR within the Air National Guard, and oversees the implementation of aircrew management decisions. ANG/XOO works closely with the Air National Guard Readiness Center, 3500 Fetchet Avenue, Andrews AFB, MD, 20762-5157, to project future rated and non-rated aircrew requirements. Mission Design Series (MDS) specific issues will be coordinated through the Manpower, Personnel, and Training Directorate (ANG/MPTF), to the appropriate Air National Guard MDS specific Integrated Process Team (IPT). The IPTs will provide ANG MDS specific expertise

and furnish ANG/MPTF with specific Program Flying Training (PFT) requirements as necessary to support Air Force aircrew management processes.

1.10. Responsibilities of the Air Force Reserve (HQ USAF/RE). HQ USAF/RE, 1150 Air Force Pentagon, Washington DC, 20330-1150, is OPR for the Air Force Reserve aircrew management program to include rated and non-rated issues.

1.10.1. Responsibilities of the Directorate of Operations and Requirements (HQ USAF/REO). HQ USAF/REO, 1150 Air Force Pentagon, Washington DC, 20330-1150, is the designated OPR within AF/RE. Through the Reserve Aircrew Management Program, AF/REO develops and oversees implementation of aircrew management issues. HQ USAF/REO works closely with the Directorate of Personnel (HQ USAF/REP), the Directorate of Programs and Resources (HQ USAF/REX), and the MAJCOM functional managers at Headquarters, Air Force Reserve Command (HQ AFRC), to project future rated and non-rated aircrew requirements, most critically pilots and navigators. This program is intended to tie-in with active duty aircrew management programs for the most efficient use of data and resources.

1.11. Responsibilities of MAJCOMs/FOAs/DRUs. MAJCOMs/FOAs/DRUs identify military training and resource requirements, establish supplementary training programs, execute their programs to comply with management policy, and report unit cost and student production data for all training programs. MAJCOMs owning Formal Training Units (FTU) are responsible for managing their courses and budgeting for programmed throughput based on HQ USAF directed distribution. MAJCOMs participate in the planning process by providing inputs to the Programmed Flying Training Guidance Letter (PGL) (HQ AFRC provides inputs to the PGL via HQ USAF/REO). MAJCOMs also define their experience objectives and Time on Station (TOS) goals and submit them to HQ USAF/XOO for approval. MAJCOMs determine required aircrew ratios and complements. MAJCOMs utilize the planning, programming and budgeting system (PPBS), IAW AFI 11-401 *Flight Management*, to request approval from HQ USAF/XPP in coordination with HQ USAF/XOO.

1.12. Lead Command. Lead command responsibilities are outlined in AFRPD 10-9, *Lead Operating Command Weapon Systems Management*. For purposes of aircrew management, at HQ USAF direction, lead command is also responsible for consolidating inputs, reporting data, and making policy recommendations to the Air Staff for other commands with like aircraft or aircrew. Lead command does not imply authority over other commands but is simply a means of streamlining data collection and dissemination.

1.13. MAJCOM Functional Managers (MFM). The MFMs are the primary focal point and liaison between the MAJCOM and HQ USAF on all matters relating to the career fields they are assigned. This includes, but is not limited to, responsibility for the training programs and coordination on resource allocations.

1.13.1. Enlisted Aircrew MAJCOM functional managers will be a Chief Enlisted Manager (CEM) and reside within the MAJCOM/DO community. These CEMs will be standing voting members at AMEC.

1.13.2. MAJCOMs will provide HQ USAF/XOOT a list of functional managers (AFSCs 11XX, 12XX, 1AXXX, 8A000, and 8S100) not later than 30 September each year.

Chapter 2

REQUIREMENTS

Section 2A— General Requirements Guidance

2.1. Description of Requirements. Aircrew requirements are validated manpower authorizations for pilots, navigators, and other aircrew members needed to support and implement the flying mission of the Air Force. Requirements are created based on several factors. These factors include force structure, training programs, management staff, and professional education/career development. AFI 38-201, *Determining Manpower Requirements*, establishes the procedures for determining aircrew requirements.

2.2. Responsibilities. HQ USAF/XOOT will develop and maintain an Automated Aircrew Requirements System (AARS) in order to forecast aircrew requirements through the Future Years Defense Plan (FYDP). Rated requirements will be identified by Rated Distribution Training Management (RDTM) category to the maximum extent possible. The Air Operations career fields (AFSC 1AXXX) requirements will be identified by weapon system, Special Experience Identifiers (SEI), and Aircrew Position Indicators (API). Non-rated officer aircrew requirements will be identified by AFSC prefix and weapons system requirements.

2.2.1. API Codes. Aircrew requirements will be identified by an API. The API is a single digit code which identifies the type and level of flying duty or responsibility associated with an aircrew manpower authorization. AFI 11-401 contains a detailed description of API codes. Table 2.1 below summarizes these codes.

Table 2.1. Aircrew Position Indicator (API) Code Summary.

API Code	AERO Rating	Type Duty	Fly/Non-Fly	Job Level
1	Pilot	Aircrew	Fly	Line Unit
2	Nav	Aircrew	Fly	Line Unit
3	Pilot/Nav	Staff/Super	Non-Fly	Wing & Below
4	Pilot/Nav	Staff	Non-Fly	Above Wing
6	Pilot/Nav	Staff/Super	Fly	Wing & Below
8	Pilot/Nav	Staff/Super	Fly	Above Wing
A	--	Aircrew	Fly	Line Unit
B	--	Staff/Super	Fly	Wing & Below
C	--	Staff/Super	Non-fly	Wing & Below
D	--	Staff	Fly	Above Wing
E	--	Staff	Non-Fly	Above Wing

2.3. Requirements Projections. HQ USAF/XOOT, in coordination with HQ USAF/DPXPR and AFPOA/DPY, will publish official projections of all 11XX, 12XX, and 1AXXX aircrew requirements.

Requirements estimates will be computed quarterly. These estimates will be combined with the inventory projections (provided by HQ USAF/DPXPR) to become the official Redline/Blueline. The Redline/Blueline will be published on a quarterly basis and made available to MAJCOM/DO/DP aircrew management teams, and senior leaders to help develop aircrew management policy and guidance.

Section 2B— Rated Requirements

2.4. Requirements Categories. Each RDTM category will be grouped into force, training, advanced student, and staff requirements. Additionally, man-year requirements will be determined for Air Force operations staff officer (16G), Air Force Institute of Technology (AFIT)/professional military education (PME) attendance, and time lost to transient status.

2.4.1. Force Requirements. Force requirements are positions used for employment of operational aircraft or to directly support the operational mission. All billets based on aircraft crew ratio requirements fit into this category.

2.4.2. Training Requirements. Training requirements are positions used for the formal training of aircrew or to directly support the training mission. Program Flying Training (PFT) models determine the instructor requirements for the training mission. These models must account for the syllabus requirements, student throughput, and available resources.

2.4.3. Advanced Student Requirements. Advanced student requirements are man-year allowances which account for the time required for aircrew members to complete advanced aircrew training courses.

2.4.4. Staff Requirements. Staff requirements are based on the validated needs of the using organization. Rated personnel filling staff requirements either (1) serve a management role in support of operational or flying training units, (2) provide aircrew expertise in positions that do not require active flying, or (3) perform tasks outside of the flying squadrons where active flying is essential to mission accomplishment.

2.4.5. Generalist Requirements. Generalist billets are those which are not tied to a specific MWS and can be filled from the general inventory (e.g., 11G, pilot generalist billets, can be filled by any pilot, and 12G, navigator generalist billets, can be filled by any navigator). All MWSs will be represented in generalist billet manning. Inventory will be created in all MWSs to support filling generalist billets.

2.5. Prioritization. When requirements exceed inventory, HQ USAF/XOOT will prioritize requirements in coordination with HQ USAF/DPXPR, HQ AFPC and MAJCOMs.

2.6. Staff Growth. HQ USAF/XOOT will monitor the size of the rated staff to ensure compliance with congressional mandates. When necessary, HQ USAF/XOOT will initiate corrective actions through HQ USAF/XO. Normal management of rated staff will be accomplished as outlined in AFI 38-201.

2.7. AETC Instructor Pilot (IP) Requirements. HQ AETC determines requirements for instructor pilots in Specialized Undergraduate Pilot Training (SUPT). HQ USAF/XOOT validates and distributes these requirements among the weapon systems based on a fair-share process. Euro-NATO Joint Jet Pilot Training (ENJJPT) is a fighter program and will be filled by fighter pilots. All other SUPT IP requirements are shared by the MWSs based on their percentage of the total MWS force (API-1s). First assign-

ment IPs (FAIP) count toward filling the instructor requirement of the MWS to which they will eventually be assigned.

2.8. Service Liaison Officer Requirements. Service liaison officer billets (e.g., Air Liaison Officer (ALO), Theater Airlift Liaison Officer (TALO), etc.) will be filled as prescribed in the Memorandum of Agreement (MOA) between the Air Force and other services.

2.8.1. ALO Requirements. ALO billets will be filled by fighter pilots and weapons system officers; and bomber pilots, navigators and electronic warfare officers (EWOs) only. Fighter crewmembers will fill no less than 50% of the unit level ALO billets. In addition, fighter crewmembers will fill no less than 55% of the ALO billets Air Force wide. Appropriate MWS inventory must be built to support filling these billets.

2.8.2. TALO Requirements. TALO billets will be filled by airlift crewmembers. Appropriate MWS inventory must be built to support filling these billets.

Section 2C— Non-Rated Aircrew Requirements

2.9. Description of Non-Rated Aircrew. Non-rated officer aircrew are personnel assigned to an authorized X, K, or Q aircrew prefixed duty AFSC position IAW AFI 65-503, *U.S. Air Force Cost and Planning Factors*, and AFMAN 36-2105, *Officer Classification*. Enlisted career aircrew members hold AFSCs 1AXXX, 8S100, and 8A000. Enlisted non-rated aircrew also includes individuals in other AFSCs (1NXXX, 4NXXX, 46NX, etc.) and are not considered career aviators. These individuals will be guided by policies outlined in AFI 11-401 and AFI 11-402. API codes are required for all non-rated aircrew members regardless of AFSC.

2.10. Enlisted Aircrew Grade Structure. To ensure consistent and standardized management of non-rated aircrew members throughout the Air Force, HQ USAF/XOOT, in coordination with HQ USAF/XP, and MAJCOMs, will establish authorized grade structure allocations for the 1AXXX, 8A000, and 8S100 specialties. Adherence to these allocations is essential to project required accessions and align personnel with the crew ratio gained force structure. Changes to enlisted aircrew grade structure allocations must be coordinated with the career field manager.

2.10.1. HQ USAF/DP and HQ AFPC/DPAA will provide information to MFM, through MAJCOM/DP, concerning the status of the aircrew operations career fields, including, but not limited to: manning, distribution by grade, and retention rates. HQ USAF/XOOT will use this information, coupled with historical data, to assess the current and projected requirements.

2.11. Non-Rated Aircrew Staff Requirements. Staff requirements are based on validated needs of the using organization. Non-rated (1AXXX) personnel filling staff requirements either (1) serve a management role in support of operational or flying training units, (2) provide aircrew expertise in positions that do not require active flying, or (3) perform tasks outside of the flying squadrons where active flying is essential to mission accomplishment. All requests concerning non-rated aircrew staff requirements will be forwarded to HQ USAF/XOOT on AF Form 480 for approval. HQ USAF/XOOT will approve active flying of non-rated staff positions. HQ USAF/XOOT is responsible for reviewing all enlisted aircrew staff requirements and recommending necessary corrections.

Chapter 3

INVENTORY

Section 3A— General Inventory Guidance

3.1. Definition of Inventory. Inventory is defined as the number of qualified aircrew members, both officer and enlisted, in the force, Lt Col and below.

3.2. Inventory Management. Effective management of the aircrew force focuses on ensuring a sufficient quantity of trained and experienced crewmembers is available to fill validated requirements. HQ USAF/DPXP and HQ AFPC/DPA provide oversight and implementation of policies to ensure effective inventory management. Aircrew members will not be double billeted against unit manning documents for periods greater than 90 days except when assigned to a valid student authorization or when overmanning has been specifically approved by HQ USAF/XO and DP.

3.3. Redline/Blueline. The redline/blueline is the official projection of requirements (referred to as the “redline”) and inventory (referred to as the “blueline”). The redline/blueline will be published on a quarterly basis and made available to MAJCOM/DO/DP aircrew management teams, and senior leaders to help develop aircrew management policy and guidance.

Section 3B— Rated Inventory

3.4. Rated Officers. Rated officers are awarded one of four aeronautical ratings: pilot, navigator, observer, or flight surgeon. The rated inventory defines the number of rated officers in the grades second lieutenant through lieutenant colonel. Rated officers have completed initial flight training and have been awarded an aeronautical rating IAW AFI 11-401 and AFI 11-402. While permanently grounded officers are no longer part of the inventory for accounting purposes, they may continue to be used in non-flying rated positions dependent upon AF needs.

3.5. Rated Policy Development. HQ USAF/DPXPR is the OPR for rated inventory issues and policy development that supports HQ USAF/XO aircrew requirements. HQ USAF/DPXP will manage personnel policy issues for all phases of the personnel life-cycle including accessions (OPR: HQ USAF/DPXF); classification and assignment (OPR: HQ USAF/DPXFC); promotions and evaluations (OPR: HQ USAF/DPXFP); and retirements and separations (OPR: HQ USAF/DPXFS). Aircrew managers will develop policy options from the same baseline of current and projected rated inventory. HQ AFPC/DPAOY is the source of information concerning the current status of the rated inventory. This includes, but is not limited to, manning, distribution by grade or year group, and gate months completed. HQ AFPC/DPAOY will also measure and provide current and historical information concerning aircrew retention to HQ USAF/XO and HQ USAF/DP upon request.

3.6. Rated Inventory Management. Management of the rated inventory focuses primarily on the inventory of pilots and navigators. Pilots and navigators are the two career fields with the highest training and experiencing costs in the Air Force. Effective management of the force focuses on striking the proper balance between validated requirements and available inventory to ensure sufficient quantity of trained and experienced rated officers are available to fill Air Force rated requirements. Most rated officers enter

the Air Force as new accessions (exceptions include limited inter- and intra-service transfers and voluntary extended active duty for Air Reserve Component commissioned officers). Because of this, the two primary areas of emphasis are accession management and rated retention.

3.7. Rated Accessions Plan. HQ USAF/DPXPR will develop, for HQ USAF/DP approval, the rated Trained Personnel Requirement (TPR). The approved rated TPR will be provided to HQ USAF/DPXFA for inclusion in the Officer TPR. The rated TPR will be published each fiscal year by 1 December.

3.8. Rated Retention. Two terms that express retention rates are Total Active Rated Service (TARS) and Cumulative Continuation Rate (CCR).

3.8.1. Total Active Rated Service (TARS). The TARS is an expression in years of the average number of years an officer serves in the rated force, from award of wings to separation, promotion to colonel, grounding or retirement. TARS can be a historical number or a prediction which takes anticipated retention factors into account. HQ AFPC/DPAR calculates historical TARS and publishes it in the semi-annual Officer Retention Analysis Report. AFPOA/DPY will predict TARS for planning purposes. The planning TARS will be recalculated anytime factors influencing retention change significantly. MAJCOMs will use the TARS set by AFPOA/DPY for planning purposes.

3.8.2. Cumulative Continuation Rate (CCR). The CCR is the percentage of rated officers who remain in service after a given period of time. The two most common views are 6-11 years and 6-14 years. A CCR of 60% for 6-14 years means that 60% of the rated officers entering their sixth year of service are expected to remain in service through their fourteenth year, assuming current retention patterns continue. The higher the CCR, the higher the retention.

3.9. Rated Distribution and Training Management (RDTM) Codes. Rated officers are uniquely identified by their RDTM code for the purposes of inventory management. Current RDTM codes are reflected in attachment 2.

3.9.1. RDTM Code First Letter. The first letter of the two-letter RDTM code identifies the officer's current MWS category. MWS categories are fighter, bomber, tanker, theater airlift, strategic airlift, helicopter, trainer, and other. The MWS category code reflects the appropriate category of the most recently completed aircraft training, but does not imply currency in that aircraft. Furthermore, pilots and navigators who most recently completed training in a trainer aircraft (an aircraft associated with the trainer RDTM code) but who earlier were identified with another MWS category code will retain their previous code. Only pilots assigned to a training aircraft and not earlier awarded another MWS category code will be identified by the trainer RDTM code.

3.9.2. RDTM Code Second Letter. The second letter of the two-letter RDTM code identifies the officer's current weapons system type (e.g., a pilot identified by a RDTM code of 'AI' is identified as part of fighter MWS category by the first letter 'A' and the F-16 by the second letter I). Aircraft type further differentiated by additional prefixes or suffixes is referred to as a Mission Design Series (example: F-16A).

3.10. Unique Qualifications. Aircrew members may also be identified by unique qualifications or codes. Examples of such identifiers include grade, currency, qualification, year group, and completed Operational Flying Duty Accumulator (OFDA) gates.

3.11. Rated Inventory Projections. HQ USAF/DPXPR (in coordination with AFPOA/DPY) will publish all projections regarding future estimates concerning the pilot and navigator inventory. Projections will use the actual inventory of pilots and navigators at end-year and mid-year (as appropriate) as a baseline. This information is provided by HQ AFPC/DPAOY.

Section 3C— Non-Rated Inventory

3.12. Management of Non-Rated Inventory. Management of the non-rated officer and enlisted inventory is accomplished through the use of numerous tools. The primary tools are aircrew prefixes authorized on unit manning documents, special experience identifiers, aircrew position identifiers, and forecasting requirements and inventory with their respective “Redline/Blueline”.

3.13. Non-Rated Aircrew Accessions Plan. HQ USAF/DPXPS will develop, for HQ USAF/DP approval, the non-rated TPR. It will be published during the first two months of the first and third fiscal quarters. The TPR document is a statement of the gains to each AFSC, Special Duty Identifier (SDI), and Reporting Identifier (RI), by fiscal year, needed to maintain the active officer and enlisted airman force at programmed manning levels. It is used at the Training Flow Management Conference and the Training Planning Meeting to develop the enlisted training program. Authorizations used to determine requirements are based on programs reflected in the current budget cycle as they are included in the Central Manpower Data Bank and adjusted in the Skills Programming Model. The adjustments are based on Program Element Code changes which have not either been allocated as changes or extended on the manpower files. Amendments to the TPR will be issued when changing authorizations, accessions, losses, or production adversely impacts programmed manning levels.

Chapter 4

INITIAL PRODUCTION AND DISTRIBUTION

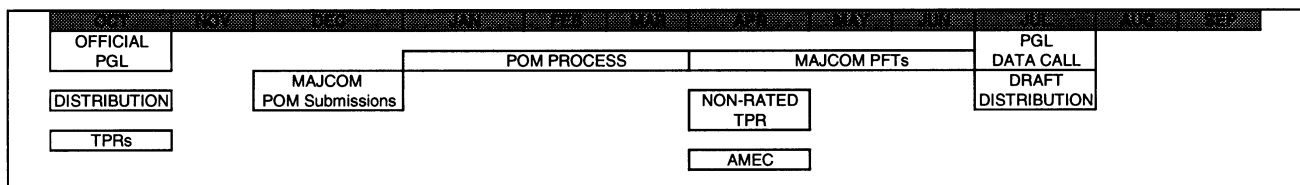
Section 4A— General Production Guidance

4.1. Descriptions of Production and Distribution. Production is the successful completion of undergraduate or initial flying training by any aircrew member. Distribution is the allocation of these graduates to MWS training. HQ USAF/XO is OPR and HQ USAF/DP is office of corollary responsibility (OCR) for aircrew production and distribution. Any significant change in pilot or navigator UFT production quotas will be approved by the CSAF. HQ USAF/XO will coordinate with the affected MAJCOMs, HQ USAF/DP, and HQ USAF/XP. Production for enlisted aircrew requires matching the PFT with the TPR.

4.2. Program Flying Training Guidance Letter (PGL). HQ USAF/XOOT issues production guidance for rated and aircrew operations AFSCs in the PGL. This letter will indicate the number of graduates desired from each flying training course. The PGL is the basis for Air Education and Training Command (AETC) programming of training resources for all UFT and related courses. The PGL is published annually and updated during the year, as required. During July, a draft PGL is published and serves as a “data call” to all users; it requests inputs/changes for the next official PGL. In-cycle updates to the PGLs should only reflect changes due to budget decisions or changes to Air Force policy. AETC will use the PGL to develop the USAF Program Flying Training Document, Volume 1, AETC Initial Training.

4.3. Planning and Programming Cycle. The Air Staff and the MAJCOMs work together throughout the planning and programming cycle to ensure the flying training program is funded and implemented as planned. HQ USAF/XOOT publishes the PGL during the first quarter of the fiscal year to initiate the process. This PGL will be used to develop Program Objective Memorandums (POM) submissions in time for the POM process. MAJCOMs publish their PFT documents after the POM process. These PFTs may include out-year data, but are used to build class schedules for the budget (next fiscal) year. Budget year classes should be based on the most recent PGL. Any out-year data on the PFT must reflect the current PGL. The AMEC is held each spring to plan how to best use the available aircrew inventory in the coming fiscal year. The TPR establishes accession needs to meet the PGL. See figure 4.1.

Figure 4.1. Aircrew Planning and Programming Cycle.



Section 4B— Rated Production

4.4. Programmed Attrition. Entry quotas for Air Force undergraduate and initial courses will be established based on HQ USAF/XO approved programmed attrition rates. HQ USAF/DP, HQ USAF/XP and

HQ AETC/DO will coordinate on all changes to programmed attrition rates. The current approved rates will be published on the PGL. HQ AETC will track attrition and publish historical data quarterly.

4.5. Constraints to Production. In an ideal world, production would be set to sustain the force across the FYDP and into the out-years. Simple sustainment production is computed by dividing the predicted requirement by a projected TARS. However, there are constraints which impact production levels. These constraints include UFT and FTU production capacities, ability of operational units to absorb new crewmembers, maintaining minimum experience levels, maintaining time-on-station stability, programmed flying hours, aircraft utilization rates, and current unit manning. HQ USAF/XOO is responsible for balancing these competing priorities and setting production goals.

4.5.1. Absorption. Absorption is the number of inexperienced crewmembers that can be assigned to a major weapon system per year. The lead command will calculate maximum absorption levels annually and submit them for approval to HQ USAF/XOO. Absorption will not be limited by experience unless approved by the HQ USAF/XO. The accepted Air Force model will be used for determining absorption. See attachment 3.

4.5.1.1. Absorbable Cockpits. MAJCOMs will determine which weapon systems can be manned with inexperienced crewmembers and submit this to HQ USAF/XO for approval. A list of aircraft which will only be manned by an experienced crewmember in a specific crew position is at attachment 5.

4.5.1.2. Experience. Aircrew experience is a measure of the maturity of a force and is a factor in overall readiness of a unit to perform its wartime mission.

4.5.1.2.1. Pilot and navigator experience is determined solely by flying hours. It is composed of a criterion (in hours) and an objective (the minimum percentage of a unit's force that meet the criteria).

4.5.1.2.2. HQ USAF/XOO is the approval authority for minimum experience levels. MAJCOMs will recommend minimum experience criteria and objectives and submit them with justification to HQ USAF/XOO.

4.5.1.2.2.1. Temporary overmanning is authorized at wing commander discretion when wing experience is projected to go below 40%. One acceptable way to overman is by delaying PCS action for an experienced crewmember. All overmanning actions must be fully coordinated with HQ AFPC/DPA.

4.5.1.2.3. HQ USAF/XOOT will publish the approved MAJCOM experience criteria and objectives in the AMD each year.

4.5.1.2.4. HQ AFPC/DPAOY will measure and provide current unit and weapon systems experience levels to HQ USAF/XO and HQ USAF/DP, using the following formulas:

Experience at Wing Level = [(Total Experience Assigned) - (API 6 Authorized)]/API-1 Authorized

Experience at Squadron Level = Total API 1 Experienced Assigned/API 1 Authorized

4.5.1.3. Time On Station (TOS). TOS stability is also a consideration when determining production levels. MAJCOMs will submit TOS goals to HQ USAF/XOOT with their PGL inputs during the last fiscal quarter, no later than 15 September.

4.5.2. Training Capacity. MAJCOMs owning FTUs will ensure adequate capacity is available to meet PGL quotas. If PGL tasking exceeds existing FTU capacity, MAJCOMs will coordinate with HQ USAF/XOOT concerning resolution.

4.6. Distribution Plan. HQ USAF/XOOT publishes the Air Force distribution plan for UFT graduates. FAIPs, operations support airlift (OSA), C-9, and other non-MWS pilots are also included in the distribution following completion of their first assignment. FAIPs will be identified with an MWS and guaranteed a follow-on assignment to that MWS (fighter, bomber, tanker, strategic airlift, or theater airlift). FAIPs will be given highest priority for MWS training three years after completion of Pilot Instructor Training (PIT).

4.6.1. HQ USAF/XOOT requires MAJCOM inputs to the distribution during the last quarter of the fiscal year in conjunction with the PGL data call. MAJCOM inputs will include desired absorption, maximum absorption, and training available by MWS. HQ USAF/XOOT will use this data to build the distribution and establish a contingency plan in the event UFT production exceeds or falls short of programmed production. This contingency plan for over- and under-production will be briefed during AMEC.

Section 4C— Non-Rated Production and Distribution

4.7. Pipeline Training. HQ AETC must ensure training pipelines for non-rated officer aircrew and AFSCs 1AXXX are established to provide progressive training for members in these career fields. The recommended sequence is in accordance with the respective CFETPs. Personnel retraining from non-aviation specialties into the Air Operations career fields will start their training pipeline with the Enlisted Aircrew Undergraduate Course and continue on through weapons systems training.

4.8. Non-Rated Aircrew Distribution Plan. HQ AFPC/DPAA is responsible for the worldwide distribution of enlisted aircrew resources. The Air Force goal is to provide equitable distribution of all resources in manning units at 100 percent or the worldwide average, whichever is less. This ensures each weapons system shares in production constraints. In order to do this, HQ AFPC/DPAA takes resources provided by HQ AETC and distributes them against validated requirements. Aircrew resources are distributed based solely on validated requirements.

4.8.1. HQ AETC is responsible for ensuring completion of all prerequisite training (technical, survival, etc.). Once prerequisite training is completed, HQ AFPC provides assignment instructions and schedules follow-on weapons system training.

4.8.2. Equitable distribution of aircrew resources is dependent upon sufficient resource availability (accessions and retrainees) and training availability (survival schools and weapons systems training) prior to assignment actions. All available training resources, active duty and ARC, should be considered when attempting to meet annual production training needs.

4.9. Non-Rated Aircrew Experience. Non-rated aircrew experience is determined by an individual's time holding the specific AFSC, and performing duties in a weapon system.

JOHN P. JUMPER, Lt General, USAF
DCS/Air and Space Operations

Attachment 1

GLOSSARY OF TERMS AND REFERENCES

References

AFPD 10-9, *Lead Operating Command Weapons System Management*

AFI 11-202, Vol 1, *Aircrew Training*

AFI 11-202, Vol 2, *Aircrew Standardization/Program Organization and Administration*

AFPD 11-4, *Aviation Service*

AFI 11-401, *Flight Management*

AFI 11-402, *Aviation and Parachute Service, Aeronautical Ratings and Badges*

AFI 16-501, *Control and Documentation of Air Force Programs*

AFI 36-2101, *Classifying Military Personnel (Officers and Airmen)*

AFMAN 36-2105, *Officer Classification*

AFMAN 36-2108, *Airman Classification*

AFPD 36-22, *Military Training*

AFI 36-2201, *Developing, Managing, and Conducting Training*

AFCAT 36-2223, *USAF Formal Schools*

AFMAN 36-2245, *Managing Career Field Education and Training*

AFI 36-2809, *Survival Training and Code of Conduct*

AFI 38-201, *Determining Manpower Requirements*

AFI 65-503, *U.S. Air Force Cost and Planning Factors*

Terms

Absorption—The number of UFT graduates and prior qualified pilots/navigators assigned to a weapon system each year.

Absorbable Unit—Any flying unit that accepts inexperienced aircrew members into its crew force.

Air Force Career Field Manager (AFCFM)— Individuals appointed by Air Staff DCS's to manage education, training, and resources for a specific career field(s).

Aircrew Evaluation Board—An administrative, fact finding proceeding designed to ensure quality control of the non-rated force.

Aircrew Management Document (AMD)— Document which summarizes decisions of the AMEC. Will include the Redline/Blue line, current distribution, current MAJCOM experience criteria and objectives, and requirements data.

Aircrew Management Executive Council (AMEC)—Annual meeting of Aircrew Managers (O-6 and

below). Key forum for Air Staff and MAJCOMs to discuss and review policy and plans. AMEC replaces the Rated Management Executive Council (RMEC) and the Enlisted Aircrew Management Council (EAMC).

Aircrew Operations Career Field (AFSCs 1AXXX)—Career field encompassing the functions of program formulating, policy planning, inspecting, training and directing, and performing combat and operations pertinent to enlisted primary aircrew activities. Encompasses the 1A0XX, 1A1XX, 1A2XX, 1A3XX, 1A4XX, and 1A5XX primary aviation enlisted career fields.

Aircrew Position Identifier (API)—Formerly Rated Position Indicator (RPI). Single digit code that identifies the type and level of flying duty or responsibility associated with a rated or non-rated aircrew manpower authorization. A more detailed description is contained in AFI 11-401.

Allocations—For the purpose of this AFI only, the rated inventory provided to each MAJCOM/FOA to fill its authorizations, including entitlements. The number of rated officers allocated is determined by the AF prioritization plan.

Authorizations—Documented positions for funding categories of force, training, and staff for each MAJCOM/FOA extracted from the AF Consolidated Manpower Data Base (CMDDB). This data base, built and maintained by AFMSO, is a consolidation of individual MAJCOM/FOA manpower files. AF/XOOT extracts rated requirements and is OPR for crew ratio changes and approval authority for all non-manpower-determined rated positions. Files are updated monthly and extracts of end fiscal year authorizations are used for planning purposes.

Aviation Career Incentive Pay (ACIP)—Incentive pay for rated officers in an aviation career as authorized in the Aviation Career Incentive Act of 1974 and the Aviation Career Improvement Act of 1989.

Blocked Cockpits—Line unit authorizations not available for absorption in order to accommodate pilots/navigators with previous MWS experience returning to flying; or pilots/navigators who left their MWS before becoming experienced and/or upgrading to aircraft commander.

Budget Categories—Rated requirements are expressed in the budget categories of force training, staff, pipeline, transients and AFIT/PME. Rated inventory allocation plans and supporting management products are constructed to align with this budget format.

Cumulative Continuation Rates (CCR)—CCRs represent the product of multiple year retention rates. CCR is normally calculated using the 6 to 11 year groups (or 6 to 14) and represents an estimate of the percentage of officers entering their sixth year of service who, given current retention patterns, are expected to remain in the service through their 11th year. Continuation rates may also be used to assess the expected average service that is associated with a loss rate pattern. This computation yields our expected man-years of service. Data may be computed for either Total Active Rated Service (TARS) or Total Active Federal Commissioned Service (TAFCS).

Delayed Entry—For purposes of this instruction only, a program to bring newly commissioned officers, who are destined for UFT, on active duty in non-flying duties for a limited period of time.

Distribution—For purposes of this instruction only, guidance published by HQ USAF/XOOT which aligns the numbers of aircrew inputs to MWS training, including UFT graduates, and OSA/FAIP return assignments. MAJCOMs project openings, training capacity, and pipeline absorption requirements, all of which contribute to periodic distribution updates.

Enlisted Aircrew Undergraduate Course (EAUC)—A screening course implemented for enlisted aircrew candidates to reduce attrition in expensive follow-on weapons systems training. Also prepares volunteer aircrew candidates for specific aviation career fields. The course is the only point in training where pipeline students may self-eliminate from aviation service without prejudice.

Entitlement—For purposes of this instruction, temporary authorizations for over-manning. Normally used for unit conversions, unit builds (for authorized aircraft or crew ratio) or for AF approved over absorption.

Experience—A measure of a unit's flying maturity which factors into overall readiness. Experience is comprised of two parts: 1) Criterion--minimum level of flying time and/or time in crew position, which a crew member must have in order to be "experienced." 2) Objective--minimum number of crew ratio-earned unit authorizations which must be occupied by experienced crew members in order to meet readiness constraints. (Assumes 100% manning and is normally expressed as a percentage.)

Functional Manager—Individuals appointed by MAJCOMs to manage education, training, and resources for a specific career field for that MAJCOM. Functional managers reside within the MAJCOM/DO community.

Hazardous Duty Incentive Pay (HDIP)—Incentive pay authorized for personnel required to perform hazardous duty required by orders. Examples of hazardous duty include flying duties as a crewmember on a frequent and regular basis, parachute jumping, explosives demolition, duties inside a high- or low-pressure chamber.

Lead Command—The Command designated as the primary advocate for a weapon system assigned to more than one MAJCOM as described in AFD 10-9 *Lead Operating Command Weapon Systems Management*.

Loss Rates—Derived from historical data and used in forecasting inventories. Retention rates (percentage of a population which continues past a given year) and loss rates (1 minus the retention rate) are computed for each year (2 through 28) and each MWS group.

Major Weapon System (MWS)—One of a limited number of systems or subsystems which, for reasons of military urgency, criticality, or resource requirements, is determined by the Department of Defense as being vital to national interest, (i.e., fighters, bombers, tankers, etc.) Non-major weapon systems are usually mission support (C-9/12/21), training (T-1/37/38), and/or highly specific variants of a more general MDS (WC/EC/HC-130).

Man-Year—A specific budgetary obligation of funds to support payment of incentive pay for one person, for one fiscal year. (HQ USAF/XOOT allocates man-years and fractions of man-years for each approved aviation service duty requirement.)

Maximum Absorption—The maximum number of Undergraduate Flying Training graduates and prior qualified pilots/navigators that a weapon system/weapons systems group can accept per year. Absorption may be limited by training availability, minimum experience level, stability goals, or number of vacancies in absorption units.

MCOPR-MAJCOM of Primary Responsibility or Lead Command—The Command designated as the primary advocate for a weapon system assigned to more than one MAJCOM as described in AFD 10-9, *Lead Operating Command Weapon Systems Management*.

Net Assigned—Actual number of pilots/navigators assigned and present for duty at any given time. Net

assigned does not include those in pipeline or transient status.

Officer Assignment System (OAS)—Assignment system developed in FY95 which modified the Officer Volunteer Assignment System rules. Significant changes included/provided elimination of “15-year rule”, establishment of assignment availability trigger (3-year time-on-station/DEROS/completion of controlled tour), “alert” notices of eligibility, and a system for filling vacancies with non-volunteers if requesting MAJCOM deems necessary.

Operations Support—An individual whose primary, full-time duty does not require flying. The Air Force may require these individuals to fly on an occasional basis in order to perform a specific, essential in-flight duty that a regularly assigned aircrew/mission crewmember cannot perform.

Overabsorption—Absorbing more new aircrew members into an MWS than the maximum absorption capacity.

Overproduction—Actual production exceeding programmed production.

Prior Qualified Pilot (PQP)—A pilot who has completed a flying tour but has no experience in his/her current weapon system. Most PQPs’ post-UPT flying experience is not associated with an MWS (FAIPs or OSA pilots).

Rated Distribution and Training Management (RDTM)—The official term for rated management. RDTM formalizes the concepts of predicting requirements, projecting inventory, and establishing production and follow-on training for assignment into each MWS.

Rated Management Decision Support System (RMDSS)—The official Air Force computer model for projecting rated inventory. See Attachment 4.

Rated Management Executive Council (RMEC)—See Aircrew Management Executive Council.

Rated Requirement—An authorization requiring a pilot or navigator, identified by a 10C0, 11XX, 12XX AFSC, or a “P” or “N” AFSC prefix.

Rated Supplement—A former program to use rated officers in non-rated positions as a means to beddown surplus aviators, provide career-broadening opportunities, and provide a surge capability for the rated force. Rated supplement authorizations were phased out at the end of FY94.

RDTM Code—An identifier initially established when an officer is placed on assignment from UFT. The RDTM code consists of two-characters: the first represents the MWS group and the second identifies the specific weapon system or MDS.

Recat—Officer candidate who has had a change of career field prior to entering active duty. For example, over 900 ROTC graduates who were initially recategorized out of pilot slots will have the opportunity to go to pilot training within approximately four years of entering active duty.

Requirements—For purposes of this instruction only, requirements in general equate to the number of people needed to do the job. Most rated requirements (force, training, and staff) are expressed as authorizations since they can be documented with an authorized position number and AFSC. Some requirements (advanced student/pipeline, transient, supplement, and AFIT/PME) are not “authorizations” but man-year allocations determined through the budget process. They are not identified with position numbers.

Spreadsheet Absorption Model (SPAM)—A steady-state model for computing absorption. See Attachment 4.

Stability—Three types of stability: 1) PCS Stability - Length of time an individual remains at one base prior to a PCS. 2) Weapon System Stability - Length of time an individual remains flying in a particular weapon system. 3) Aircraft Commander Stability - Length of time an individual remains in an aircraft after upgrade to aircraft commander.

Sustainment—The concept of producing aviators as required to maintain the desired inventory (normally equal to requirements), based on replacing losses and ignoring constraints in production, training, or absorption capacity.

Third Pilot—A temporary program to place UPT graduates as limited duty KC-135 pilots in AMC in lieu of banking. These pilots got limited flying hours and shared navigator duties. Most upgraded to copilot in about two years.

Total Active Rated Service (TARS)—The number of years an officer serves in the rated force, from award of wings to separation, promotion to colonel, grounding, or retirement. TARS is computed by summing 2 through 28 year's CCRs. TARS is useful for determining the average production required for long-term sustainment.

Trained Personnel Requirements (TPR)—The number of personnel programmed to be trained against Air Force requirements to maintain the active force.

Underproduction—Actual production falling short of programmed production.

Usable Inventory—The actual inventory available to fill rated positions (Lt Col and below). It is derived from the total rated inventory after adjustments for rated officers who are serving in Colonel positions or lack retainability for training, etc.

Attachment 2

RATED DISTRIBUTION AND TRAINING MANAGEMENT (RDTM) CATEGORIES

Table A2.1. Current RDTM Categories (Partial Listing).

A	E	F	G	H	J	D
Fighter	Bomber	Tanker	Strategic Air-lift	Theater Airlift	Helicopter	Trainer
A-10 AN	B-1 EB	C-137 FF	C-5 GN	AC-130 HE/F	HH-1 JB	T-1 DG
EF-111 AC	B-2 EA	E-3 FT	C-9 GM	C-27 H1	HH-60 JH	T-3 DD
F-15C/D AM	B-52 EC	E-4 FU	C-12 GP	C-130 HA/B/C/D	MH-53 JK	T-37 DB
F-15E AJ	U-2 EH	E-8 FR	C-17 GJ	EC-130 HM	MH-60 JL	T-38 DC
F-16 AI	SR-71 EJ	EC-135 FH	C-20 GG	HC-130 HH	UH-1 JA	T-6A DB
F-117 A6	FB-111 EE	OC-135 FJ	C-21 GQ	MC-130 HL		
F-22 A7		KC-10 FA	C-135/137 GH	WC-130 HG		
OA-10 AQ		KC135 FC	C-141 GL			
F-111 AG		RC-135 FG	T-43 GD			
RF-4 AO			VC-25 GI			
F-4GF-4 AB						
4GF-4 AF						

HQ AFPC/DPAOY (DSN 487-2458) is OPR for the complete list of all RDTM codes ever assigned.

Attachment 3

STANDARD FORMULAS AND MODELS

A3.1. The following are formulas used in aircrew management:

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$$\text{TARS} = \sum_{i=2} (\text{CCR}_i) \text{ [where } i = \text{year of rated service}]$$

SUSTAINMENT= PRODUCTION X TARS

EXPERIENCE Level (wing level)=[(Total Experienced Assigned)-(API 6 Authorized)]/API-1 Authorized

EXPERIENCE Level (squadron level)=(API-1Experienced Assigned)/API-1 Authorized

SIMPLE RETENTION (SR) = # of Flyers Remaining at End of YOS / # of Flyers Starting YOS

CUMULATIVE CONTINUATION RATE (CCR) ₆₋₁₁ = SR _{6YOS} x SR _{7YOS} x SR _{8YOS} x
.....x SR _{11YOS}

A3.2. The following are descriptions of the approved models used in aircrew management:

Rated Management Decision Support System (RMDSS). RMDSS was built to assist in the development of personnel policies to provide effective management and to shape the rated force to meet the needs of the Air Force. RMDSS is a computer simulation model written in SIMSCRIPT II.5 and runs on a Sun SparcStation. It is an entity based model--each active duty pilot and navigator is represented by an individual record. The beginning pilot and navigator inventories are "aged" through the personnel life cycle using the historical retention and promotion patterns for the career fields.

Spreadsheet Absorption Model (SPAM). SPAM is a steady-state model for computing absorption, using Microsoft's Excel. SPAM takes as input: API-1 and -02 cockpits, time on station, flying hours per month, training hours, and experience requirements. It then computes an optimal number of OPS to OPS moves, TX-1 and -2 entries, FAIPs and UPTers. SPAM will compute maximum absorption for a particular experience level, or determine the resulting experience level for a particular absorption number. SPAM is comprised of nine separated models: seven for pilots (airlift, bomber, fighter, helicopter, reconnaissance/surveillance/electronic warfare, special operations, and tanker) and one each for navigators and electronic warfare officers. Rated managers can customize each of the nine models for their own areas of interest.

Attachment 4

AMEC MEMBERSHIP

A4.1. The following are voting members of the Aircrew Management Executive Council. They will be supported by attending action officers and subordinate organizations as desired.

HQ ACC/DOS

HQ ACC/DPA

HQ AETC/DOF

HQ AETC/DOR

HQ AETC/DPA

HQ AFMC/DOO

HQ AFMC/DPA

HQ AFPC/DPA

HQ AFSOC/DOT

HQ AFSOC/DPA

HQ AFSPC/DOO

HQ AFSPC/DPA

HQ AMC/DOT

HQ AMC/DPA

HQ PACAF/DOT

HQ PACAF/DPA

HQ USAF/DPXP

HQ USAF/REO

HQ USAF/XOOT

HQ USAFE/DOT

HQ USAFE/DPA

Aircrew Chief Enlisted Managers (CEM) are also voting members.

Attachment 5

“EXPERIENCED-ONLY” AIRCRAFT

A5.1. The following are aircraft which are manned by only experienced crewmembers (as determined by MAJCOMS):

<u>Pilots</u>	<u>Navigators/EWOs</u>
B-2	C-135/137
C-1	C-5
C-135/137	EA-6B
C-32	E-4
CT-43	E-8
VC-25	VC-25
C-33A	
EA-6B	
E-4	
E-8	
F-117	
F-22	
SR-71	
U-2	